**JAMES (TREY) E. LEWIS, III, Ph.D.**

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Virginia Polytechnic Institute and State University

Department of Management

Pamplin College of Business

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**ACADEMIC POSITIONS**



**Virginia** **Polytechnic Institute and State University** Blacksburg, VA

Assistant Professor of Management August 2021 - Present

**EDUCATION**



**University of Tennessee, Haslam College of Business** Knoxville, TN

**Ph.D.,** Business Administration

*Concentration:* Strategy, Entrepreneurship, and Organizations

**James Madison University (JMU)** Harrisonburg, VA

**M.S. Ed.,** Human Resource Development

**B.B.A.,** Human Resource Management

**DISSERTATION TITLE**



Just Do It? A Configurational Approach to Entrepreneurial (In)Action and its Influence on Prolonged Nascent Entrepreneurship. *Defended:* April 2021

Committee Members: Melissa Cardon (Co-chair) Diana Hechavarría (Texas Tech University)

David Williams (Co-chair) Joanna Campbell (University of Cincinnati)

**RESEARCH INTERESTS**



Nascent Entrepreneurship Entrepreneurial Action Black Entrepreneurship Early Firm Employee Recruitment

**PUBLICATIONS**



**Lewis, T.,** Hechavarría, D.M. & Williams, D.W., Cardon, M.S (in press).The Right Things at the Right Times: The Role of Temporal Enactment on Venture Outcome Attainment. *Journal of Business Venturing, 39*(1), 106344.

Engel, Y., **Lewis, T.**, Cardon, M. S., & Hentschel, T. (2023). Signaling diversity debt: startup gender composition and the gender gap in joiners’ interest. *Academy of Management Journal*, *66*(5), 1469–1500.

**Lewis, T.**, & Cardon, M.S. (2020). The Magnetic Value of Entrepreneurial Passion for Potential Employees. *Journal of Business Venturing Insights*, *14*, e00193-. doi.org/10.1016/j.jbvi.2020.e00193

**WORK UNDER REVIEW**



**Lewis, T.**, Gras, D., Samba, C., Cadotte, E. (revising stage). Prior Knowledge versus Effort in Entrepreneurial Performance: An Inductive Quantitative Study of Simulated New Ventures. (under initial review at the Journal of Business Research)

Roccapriore, A., **Lewis, T.,** Arwine, R., Williamson, G., Munyon, T., & Cropanzano, R. (revising stage). For Better or For Worse? A Stakeholder Perspective of Stakeholder (Dis)Engagement. (under initial review at the Journal of Management)

**WORK IN PROGRESS**



**Lewis, T.,** Cardon, M.S., Williams, D.W., & Campbell, J.T.(revising stage). Pushing a Boulder Uphill: A Configurational Approach to Entrepreneurial (In)Action among Black Nascent Entrepreneurs.  
 *Target:* Academy of Management Journal (to be submitted in Spring/Summer 2024)

**Lewis, T.,** Rady, J.,&Roccapriore, A. (final editing stage). A Meta-Analytic Investigation of Resource Possession and Exchange Theory for New Venture Performance.

*Target:* Journal of Business Venturing (to be submitted in Spring/Summer 2024)

Hunt, R.A., **Lewis, T.,** &Murphy, M.J. Peril, Paradox, & Promise: A Multi-disciplinary Research Agenda for Black Entrepreneurship.

*Target:* Journal of Business Venturing (to be submitted in Spring/Summer 2024)

Bozdag, E., **Lewis, T.**, Devers, C., Roccapriore, A. (revising stage). Entrepreneurial Hype among Early Employees: A Theory-Based Approach to Hype among Joiners and Future Founders.

*Target:* Academy of Management Review (to be submitted in Spring/Summer 2024)

Brownell, K., Hunt, R.A., **Lewis, T.** (revising stage). Multidimensional Lenses Needed: Applying Methodological Innovation for a Two-Dimensional Approach to Entrepreneurial Action Theorization.

*Target:* Strategic Management Journal (to be submitted in Fall 2024)

**Lewis, T.** (writing stage). Tapping Out: A Processual Lens regarding Entrepreneurial Inaction.  
 *Target:* Academy of Management Review

**Lewis, T.,** Williamson, G.,&Bozdag, E. (revising stage). The Promise of a Social Exchange Lens for Entrepreneurship Research: A Review and Future Research Directions. (Under Initial Review)  
 *Target:* Journal of Small Business Management (Received initial Reject and Resubmit decision)

**REFEREED CONFERENCE PRECEEDINGS**



**Lewis, T.** (2020). Still Trying: The Temporal Influence of Startup Activities on Prolonged Nascent Entrepreneurship. In A. Zacharakis (Ed.), *Frontiers of Entrepreneurship Research.*

Engel, Y., Cardon, M.S., & **Lewis, T.** (2019). Diversity Debt: How Do Gendered Messages in Startup Job-Advertisements Undermine Job-Seeker's Interest? In A. Zacharakis (Ed.), *Frontiers of Entrepreneurship Research.*

**Lewis, T.,** Lerman, M., Williams, D.W. & Crook, T.R. (2018). It Ain’t Easy Being Green: The Role of Technological Uncertainty and Green Identity on Purchase Intentions. In A. Zacharakis (Ed.), *Frontiers of Entrepreneurship Research.*

**REFEREED CONFERENCE PRESENTATIONS**



**Lewis, T.,** Rady, J.,&Roccapriore, A. (writing stage). A Meta-Analytic Investigation of Resource Possession and Exchange Theory for New Venture Performance. *2022* *Academy of Management Annual Meeting, Seattle, WA, August 4-10, 2022.*

**Lewis, T.** & Williams, D.W., Cardon, M.S.(2022). Just Do It? A Configurational Approach to Entrepreneurial (In)Action among Nascent Entrepreneurs. *Babson College Entrepreneurship Research Conference, Waco, TX, June 1-4, 2022.*

**Lewis, T.** & Williams, D.W.(2021). Just Do It? A Configurational Approach to Entrepreneurial (In)Action over Time. *2021* *Academy of Management Annual Meeting, July 29-August 3, 2021 (virtual).*

Goswami, K., Long, A., **Lewis, T.** (2021). Fifty Shades of Entrepreneurial Action Revisited. *Professional Development Workshop* a*ccepted to the* *2021* *Academy of Management Annual Meeting and presented synchronously due to coronavirus pandemic.*

Goswami, K., Long, A., **Lewis, T.** (2020). Fifty Shades of Entrepreneurial Action: Engaging various contextual, processual, and non-deliberative facets. *Professional Development Workshop* a*ccepted to the* *Academy of Management Annual Meeting and presented asynchronously due to coronavirus pandemic.*

**Lewis, T.** (2020). Still Trying: The Temporal Influence of Startup Activities on Prolonged Nascent Entrepreneurship. *Accepted to the* *Babson College Entrepreneurship Research Conference, Knoxville, TN, June 3-6, 2020.* *Conference canceled due to coronavirus pandemic.*

Gras, D., Samba, C.,Cadotte, E., **Lewis, T.** (2020). Knowledge versus Effort in Entrepreneurial Performance: An Inductive Quantitative Study of Simulated New Ventures. *Accepted to the* *Southeastern Entrepreneurship Research Conference (SERC), April 3-4, 2020.* *Conference canceled due to coronavirus pandemic.*

Engel, Y., **Lewis, T.,** Cardon, M.S.(2020). Diversity Debt: How Tokenized Women in Startup Job-Advertisements Undermine Job-Seekers’ Interest? *Australian Center for Entrepreneurship Research Conference* (*ACERE), Adelaide, Australia, February 5-7, 2020.*

**Lewis, T.** & Cardon, M.S.(2019). The Magnetic Value of Entrepreneurial Passion: The Employee Attraction Advantage in New Ventures. *Babson College Entrepreneurship Research Conference, Boston, MA, June 5-8, 2019.*

Engel, Y., Cardon, M.S., **Lewis, T.** (2019). How Do Gendered Messages in Startup Job-Advertisements Undermine Job-Seeker's Interest? *College Entrepreneurship Research Conference, Boston, MA, June 5-8, 2019.*

**Lewis, T.,** Lerman, M., Williams, D.W.,& Crook, T.R. (2018). Zeroing in on Your Target: The Demand-side Approach to New Market Pioneering. *Southern Management Association Conference, Lexington, KY, November 6-10.*

**Lewis, T.,** Lerman, M., Williams, D.W.,& Crook, T.R. (2018). It Ain’t Easy Being Green: The Role of Technological Uncertainty and Green Identity on Purchase Intentions., *Babson College Entrepreneurship Research Conference, Waterford, Ireland, June 6-9.*

**OTHER RESEARCH AND PUBLICATIONS**



Esrock, S.L.,& **Lewis, T.** (2018). The Quadruple Play: The Intersection of Internships with Students, Employers, Universities, and the Community. In M. Strawser (Ed.), *Transformative Student Experiences in Higher Education: Meeting the Needs of the 21st Century Student and Modern Workplace*. Lanham, MD: Lexington Books.

**TEACHING INTERESTS**



Entrepreneurship Human Resource Management Strategic Management

**UNIVERSITY TEACHING EXPERIENCE**



**Instructor (Strategic Mgt),** Virginia Tech – Pamplin College of Business *January 2022 – Present*

**•** Taught a 3-credit section of MGT 4394 *Strategic Management* with the goal of developing cross-functional management competencies, applying an understanding of competitive advantage, and how to secure (maintain) it

**•** *Instructor Ratings* Spring 2022: 50 students 5.75/6 (College Avg: 5.21)

**Instructor (Entrepreneurship),** University of Tennessee – Haslam College of Business *August 2019 – Dec. 2020*

**•** Taught a 3-credit section of *Introduction to Entrepreneurship* with the goal of exposing a wide range of students to the process of opportunity identification, development of a value proposition, customer/industry/market research, and feasibility plan

**•** *Instructor Ratings* Summer 2020 (fully online): 20 students 4.6/5 (College Avg: 4.3);   
 Fall 2019 (in-person): 50 students 4.3/5 (College Avg.: 4.1)

**•** Named as a Finalist for the Outstanding Doctoral Student Teaching Award (2019-2020 academic year)

**Adjunct Instructor,** Indiana University Southeast *October 2011 – December 2014*

**•** Taught a 1-credit section of *Business Career Planning & Placement* (housed within the School of Business) geared towards business majors

**UNIVERSITY AND DEPARTMENTAL SERVICE**



Member of the Research Culture Committee (Department) *Fall 2021 – Present*

Contributor for Recruitment of the Future Faculty Diversity Program Participants *September 2022*

Facilitator for the HokieTalks series (VA Tech Alumni Relations) *October 2022*

Facilitator for Pamplin DEIB – Chantilly (VA) Entrepreneurship Club *October 2022*

Facilitator for the Master Your Future series (Graduate Engineering) *November 2022*

**AWARDS**



*Outstanding Doctoral Student Researcher Award (Department) 2019 – 2020 Academic Year*

*Outstanding Doctoral Student Teaching Award (Collegewide Finalist) 2019 – 2020 Academic Year*

**ENGAGEMENT IN THE PROFESSION**



**Reviewer and Conference Engagement**

**•** Ad-hoc reviewer for the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Business Venturing*, *Entrepreneurship Theory and Practice,* and the *Journal of Small Business Management* (2018-present)

**•** Panel participant for the Job Market session for doctoral candidates at the Academy of Management Conference (Entrepreneurship Division; 2021-2023)

**•** Reviewer for the Academy of Management Conference (2018-present)

**•** Session facilitator within the Entrepreneurship track at the Southern Management Association Conference (2018)

**Consortia Attendance**

**•** Academy of Management Entrepreneurship Division *Early Career Consortium* (2021)

**•** Australian Centre for Entrepreneurship Research Conference (ACERE) *Doctoral Consortium* (2020)

**•** Academy of Management Entrepreneurship Division *Doctoral Consortium* (2019)

**•** Babson College Entrepreneurship Research Conference *Doctoral Consortium* (2019)

**•** Academy of Management Conference *New Doctoral Student Consortium* (2018)

**•** Southern Management Association Conference *Early-Stage Doctoral Student Consortium* (2018) and the *Pre-Doctoral Student Consortium* (2016)

**PROFESSIONAL EXPERIENCE**



**Executive Director,** Career Development Center – University of Louisville *January 2015 – July 2017*

**Director,** Career Development Center – Indiana University Southeast *October 2011 – January 2015*

**Associate Director,** Center for Multicultural Student Services (JMU) *June 2009 – October 2011*

**Recruiting Programs Coordinator,** Career and Academic Planning (JMU) *February 2007 – June 2009*

**Career and Academic Advisor,** Career and Academic Planning (JMU) *August 2005 – February 2007*